

PROCEEDINGS OF THE BROWN COUNTY
PUBLIC SAFETY COMMITTEE

Pursuant to Section 19.84 Wis. Stats., a regular meeting of the **Brown County Public Safety Committee** was held on Wednesday, May 6, 2015 at the Brown County Sheriff's Office, 2684 Development Drive, Green Bay, WI

Present: Chair Buckley, Supervisor La Violette, Supervisor Clancy, Supervisor Zima, Supervisor Nicholson
Also Present: Sheriff Gossage, Cullen Peltier, Doug Marsh, Supervisor Kaye, Supervisor Erickson, Jeff Jansen, Dan Process, Keith Deneys, Chad Weininger, Judge Atkinson, Larry Malcomson, Donn Hein, Dave Lasee, Todd Delain, Neil Basten, John Vander Leest

I. Call meeting to order.

The meeting was called to order by Chair Patrick Buckley at 11:03 am.

II. Approve/Modify Agenda.

Motion made by Supervisor Clancy, seconded by Supervisor La Violette to approve. Vote taken. MOTION CARRIED UNANIMOUSLY

III. Approve/Modify Minutes of April 1, 2015.

Motion made by Supervisor La Violette, seconded by Supervisor Clancy to approve. Vote taken. MOTION CARRIED UNANIMOUSLY

Comments from the Public. *None.*

1. Review minutes of:

a. Criminal Justice Coordinating Board (February 26, 2015).

Motion made by Supervisor La Violette, seconded by Supervisor Clancy to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

b. Local Emergency Planning Committee – LEPC (March 10, 2015).

Motion made by Supervisor Clancy, seconded by Supervisor La Violette to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

c. Public Safety Communications Advisory Board (July 23, 2014).

Motion made by Supervisor La Violette, seconded by Supervisor Clancy to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

d. Traffic Safety Commission (January 15, 2015).

Motion made by Supervisor La Violette, seconded by Supervisor Clancy to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

Communications

2. Communication from Supervisor Dantine re: Have the Department review the \$.75 tax by phone company that used to go to county and now goes to state. This was for 911, police and fire departments. *Held for one month.*

Director of Administration Chad Weininger stated that he found that the majority of the votes in the 2009-2010 budget that shifted the fee from police and fire to the counties to the general fund were republican. He also stated

that there was a question as to whether or not this money could legally be used. Weininger stated that if it is a service fund, it cannot be used, but if it is just the police and fire fee which they did not take, they have the ability to do that legally.

Weininger continued that there was a motion made by the Joint Committee on Finance that failed, but there was a commitment by leadership to allow a bill to move forward later in the session and Weininger felt that the next step would be to increment that in. He stated that the important thing is that the revenue estimates that recently came in are flat and all of the money that they thought they would have to help fund these things is not there and therefore there will not be any major increase in anything else the County is looking for, such as funding for additional assistant DAs and fraud investigators.

Supervisor Kaye asked how much money was involved in this. Weininger responded that he did not have an exact amount but noted it was a substantial amount.

Supervisor Zima arrived at 11:08 am

Kaye asked if a notice would be put into the State to let them know that the County would like to see some of that revenue. Weininger reiterated that there was an attempt at Joint Finance to take the money back that failed, but there were conversations with leadership that said they would be open to allow for some kind of fix, but a fix may have to be staggered over a number of years since the revenue projections that came in are not favorable. Weininger stated that the County can continue to advocate for this at the State as there are a number of groups working on it. Weininger continued that another concern is that they were going to take the money, but then they would short the County on the revenue side so the only way to do that would be to cut somewhere else to take the revenue or have the revenue projections go up. He stated that a bill will probably move forward in this session that will fix a portion of that and it will have to be built up over the next several years. Buckley suggested that this be followed up with in the fall to see if there is any movement.

Weininger also noted that the correctional officers are holding a meeting with State representatives in the area and he thought that it would be helpful after Joint Finance is done with their budget to look at what is in and what is not and then bring them in to talk about specific things such as the jailer piece of it.

Supervisor Erickson commented that he would make a recommendation that a resolution be created that indicates that the County would like this money to be kept in the local counties and be sent to all 72 counties as well as the legislators. Erickson continued that if a legislative meeting is scheduled, it should be done on a Friday around the noon hour because everyone leaves Madison either Thursday night or Friday morning and this would provide the maximum turnout. Weininger stated that most of the Joint Finance piece has been worked out and WCA and a handful of other people have been actively pushing this and there are also a number of counties actively pushing so there is some support but he felt that trying to make a change to anything that is not included in Joint Finance will be difficult.

Buckley thought maybe the Committee should meet with the legislators first to find out where we stand and what we want to go after and then do a resolution from there. To him, a resolution is just a piece of paper. Weininger stated that it was better to get their position to find out where they stand on the issues but he also felt that the important thing would be to have what is important to the Board documented and prioritized to give to the legislatures so that the County's official position is memorialized and then see where they stand on each item and ask them to report. Weininger also felt it was important for the legislators to have plenty of time to understand what the County is asking for prior to any meeting. Buckley asked Weininger to coordinate a meeting and Weininger indicated that he would, but he did not want to overstep anyone.

Supervisor Clancy asked why it is that the County has hired assistant DA's and fraud investigators at their own expense but does not get any credit for the money that is saved, yet the State allows the fraud to go on and that's okay. Weininger responded that in the budget there was an additional half million dollars put towards funding for fraud investigations so that was an increase that was done in Joint Finance. They used to fund \$1.8 million dollars and then it was cut to a half million. Last year there was a bill to give a percentage to cover fraud investigations but this bill failed in the Senate. Weininger felt that Madison believes that top down works better so they want to take

more of the dollars and hire people at this level and work with the local level as they feel there will be better return. They are doing good things like using a data base to track what is happening in other states so people are not going from state to state to collect benefits. Weininger felt that the local level is the better place to spend the dollars because there are people committed to stamping out fraud and the State should put those dollars towards that funding because the return will be much greater. There appears to be a difference of opinion between the administration and the legislation and that is why the Senate and Joint Finance added money, but it is still short by roughly one-third.

Zima asked who thought this was a better way to handle things and Weininger responded that he did not recall, but Zima felt it may be time to shine the light on them and show the stupidity of how they operate. The County has been doing the labor and the State does not seem to recognize it which is ridiculous. Zima felt there should be some sort of scorecard showing what the local people needed as compared to what they got from the State. Weininger noted that Dave Steffen had worked on getting some of the dollars. He felt that some of the legislators do not understand County issues and there are also a lot of legislators that do not have municipal experience or background.

Motion made by Supervisor La Violette, seconded by Supervisor Clancy to receive and place on file. Vote taken.
MOTION CARRIED UNANIMOUSLY

3. Communication from Supervisor Erickson re: Create a resolution to send to our state representatives and the governor stating that Brown County doesn't support the idea of legal marijuana for the state; *referred from April County Board.*

Supervisor Erickson advised the Committee that he is not a huge fan of resolutions, but he thought it was important to bring this forward. He stated that he has spoken with Sheriff Gossage regarding this and he feels that if this does pass at the State level, there will be problems. Erickson felt there were enough problems with impaired driving and if impaired drivers are also under the influence of marijuana, there is a completely different process for testing. Erickson continued that now he sees alcohol impaired drivers and some are on their fourth, fifth and six offense with very high BACs, but if marijuana would be passed in the State, there would be the opportunity for people to get ripped on alcohol but also be high on marijuana and have double substances in their system which would make life much more difficult and make these people much more dangerous to the general public. Furthermore, Erickson stated that he has not seen any medical professionals come forward in the news and say that there is a reason to have legalized marijuana. Erickson also noted that he had recently watched a news program on legal marijuana use in Colorado and saw people in a park in Denver where they congregate during the day to smoke. People were going there on their breaks from work and there were people that were so ripped that they could not even tell their names. Some of these people stated that they came every day. Erickson also noted that there is already extra crime going on because of legal growing and the crime element coming in from processing factories being robbed. He would recommend to the Committee that they put forth a resolution stating that Brown County is not interested in legalized marijuana in the State and forward it to the local legislators and the other counties and let all the other counties act on this if they wish to follow our resolution.

Supervisor Nicholson arrived at 11:25 am.

Buckley stated that in his former career he spent many years in the drug unit and would have agreed with Erickson, however, he had recently spent a week in Colorado and had a chance to talk to people about the legalization of marijuana. Buckley found that the local people did not find it to be as big of a deal as some perceive. He also went to a marijuana retail location and stated that the process to buy a small bag of marijuana is extensive. He stated that before you can check out at the register you have to show your ID three different times. There are rules that need to be followed as to how much you can buy and the hours you can buy. He stated the system is pretty impressive as to how tightly the process is controlled. Buckley continued that people are not allowed to smoke marijuana in public but noted that some departments choose not to enforce that. He stated that the owners of the retail establishment he stopped at owned two retail establishments and six medicinal dispensaries so there must be some doctors writing it. Buckley continued that they pay 24.5% of their sales in taxes and the site he visited averaged 800 – 1000 customers a day. Buckley said that after talking to these people, it was interesting to see a different perspective. Interestingly enough, Colorado recently announced that they are going to take \$10 million dollars of tax money to

study the positive effects this is having on the community. Buckley felt that this is just being thrown out by the State at this time to see how much support it got, but he felt that if legalization does come to Wisconsin, there will have to be stringent rules as to how it is administered.

Zima and Nicholson both strongly disagreed with Buckley. Buckley noted that he never said he was pro-marijuana, he was simply sharing his experience. Nicholson stated that there is a different perspective of the individuals who live in Wisconsin than in Colorado. Zima noted that even the Democratic Governor of Colorado said legalizing it was a wrong move. Nicholson asked if Buckley had statistics as to the number of people who become addicted or the costs associated with withdrawal. Buckley reiterated that he was simply commenting on what he had observed and is just giving a different perspective.

Supervisor La Violette asked where this currently is at the State level. Erickson noted that it has not passed yet and he would like it known that Brown County is against this and see how many counties back us. Zima felt the only way to get the attention of the legislators would be for the County to put aside a half million dollars to fund their campaigns. He felt that anyone who gets stuff done in Madison are payers and it all has to do with money. Zima felt they were all goofballs and unless we get someone whispering in someone's ear in Madison, Brown County will not get what they are asking for and referenced the protective status discussions of past meetings.

Erickson felt that if a resolution was put through as he is requesting that Sheriff Gossage and a number of his associates would contact people in Madison. Gossage stated that he felt that the Badger State Sheriff's Association would support a resolution.

Motion made by Supervisor La Violette, seconded by Supervisor Nicholson for Brown County to create a resolution to send to State representatives and the rest of the Counties stating that Brown County does not support the idea of legal marijuana in the State. Vote taken. MOTION CARRIED UNANIMOUSLY

- 4. Communication from Supervisor Evans re: To have the Medical Examiner appear before the Public Safety or Executive Committee to explain why private HIPPA information is being leaked from his office to the previous Medical Examiner; referred from April County Board.**

La Violette questioned whether this item could be discussed in open session. Buckley felt it should be handled in a closed session and further, Supervisor Evans was not in attendance at the meeting. Weininger added that HR has looked into this and there is a closed session on the next Executive Committee agenda to discuss this.

Motion made by Supervisor Nicholson, seconded by Supervisor La Violette to refer to Executive Committee. Vote taken. MOTION CARRIED UNANIMOUSLY

- 5. Communication from Supervisor Robinson re: As part of the Class & Comp referral have each committee hold a discussion on the philosophy of how this comp plan would be implemented; referred from April County Board.**

- a. Resolution re: Brown County Classification Salary Range; referred from April County Board.**

Nicholson stated that he had questions he wished to ask Supervisor Robinson, however Robinson was not in attendance at the meeting. Nicholson would like to insist that Robinson be in attendance at the next meeting.

Weininger advised that other Committees handled this by talking about how they would like a class and comp program created and things such as a pay matrix were discussed as to how to get employees to move up to marketplace if they are below market and factoring in of education. Weininger thought that this Committee could discuss how the corrections officers are handled and where to bring them in pay wise. He continued that some Committees have spent considerable time on this, but the discussions have been all over the board. Weininger stated that the administration has also had conversations with department heads but, although he cannot speak for Supervisor Robinson, he thought the purpose of his communication was to start having discussions on the compensation and where the County wishes to be, whether it be below minimum, at minimum or above minimum and how to get employees where the Board wants them to be and how to handle different scenarios. The most conversation on this was at Human Services and they went pretty in depth at that meeting.

La Violette stated that she could not speak for Robinson either, but she thought his intent was to give members of the County Board an opportunity to feed into the class and comp plan and he felt it would probably be best done by the Committees that oversee the particular departments as they would know more about it and if they wished to comment or make suggestions, this would be the opportunity to do that. She continued that there are charts showing how many employees were at minimum, how many were below and how many were above and consideration should be given to how fast the County would want to bring people who are doing the same job and receiving \$3,000 less than others doing that job, to where they should be.

Buckley felt that the input has to come from the department heads who have to work on it. Zima stated that he resents the communication and quoted a former professor of his who said, "every question is a half formulated proposition". He read Robinson's communication and felt that what Robinson was asking was for the Committees to say how they thought it should be implemented and some of the Board members do not think it should be implemented at all. Zima stated that what the Board should be looking at is the turnover rate and figuring out the areas where there is a high turnover and the reasons for it so any problems can be corrected. If it is found that everyone is quitting because they can't stand the person they are working for, then changes should be made and that person should be sent to some training or whatever it is. If there is turnover because people are leaving for another job somewhere with better pay, then that has to be examined and the positions may need to be brought up to the marketplace. Zima stated that \$70,000 was spent on the study, which he was not in favor of, because he's been through this before. It is always justification for someone to figure out how to get better pay, but the study showed that the County average is 3% above the averages. Zima continued that there are different reasons people stay at a job and he felt that if the County is running properly, you should look at where the turnover is and see if there is a problem there and if there is, the problem needs to be address and adjustments made. Buckley stated that the department heads and HR should be addressing the issues that Zima discussed and Zima responded that he felt the problem was with HR.

Motion made by Supervisor La Violette, seconded by Supervisor Nicholson to refer to the June meeting. No vote taken.

Motion made by Supervisor Zima, seconded by Supervisor Nicholson to receive and place on file. Vote taken.
Ayes: Buckley, Zima, Nicholson Nays: Clancy, La Violette MOTION CARRIED 3 to 2

6. Communication from Supervisor Zima re: Request that Human Resources Department provide each standing committee statistical information as to what the county employee turnover rate is by department and the corresponding reason for turnover; *referred from April County Board.*

Weininger provided the Committee with a copy of the turnover numbers, a copy of which is attached. He indicated that the County's overall turnover rate is 11.69% and the average in the nation is 17%. He noted that in the first page of the handout, the column on the left shows the number of employees in each department and the right hand columns show the turnover for 2012, 2013 and 2014. The remainder of the document breaks down by department the reason for leaving, the date left and the job titles. He noted that they could not list terminations for HR reasons. Weininger continued that HR is looking at how they do their exit interviews because what they currently do is send out a form but the return rate is very small. They will be looking into doing exit interviews by telephone call. Weininger also noted that the resignations listed could be for voluntary reasons as opposed to terminations. Zima stated that resignations could be anything from termination to an employee getting a higher paying job somewhere else. Zima continued that he has talked about this in the past. He stated that HR cannot analyze the departments because they have not figured this out. He felt that sending a form after someone left is not a good way to conduct an exit interview. He would like to see the exit interview made to be part of a condition of employment that if you part from the County for any reason other than termination that you are required to do an exit interview and give your reason for leaving. If an employee would not participate in the exit interview he felt that money should be withheld from an employee's final paycheck. This would allow the County to have a tool that HR can manage. He is talking about the most practical, simple way to fun the departments. Zima felt this would be the simplest way to solve the problems and the County should want to know why people are leaving, whether it's for money or other reasons so problems can be fixed.

Buckley stated that there are a lot of laws in the HR world that does not make this that simple. He stated that you could have someone come in on the last day to do an exit interview which would take manpower away from other duties. Weininger noted that moving forward HR is looking at changing the process and will be make better contact to get better documentation. Weininger stated that the handout still shows the trends of employment in such areas as the telecomm operators, correctional officers and social workers. He also noted that seasonal employees are listed on the handout. Zima asked Weininger if he thought it was wrong to require an exit interview as part of employment and Weininger reiterated that HR will be changing their process on this. Zima felt things were a lot simpler than what the County makes it out to be. He continued that the class and comp is being shoved down the throat, even though some people may be underpaid, but if turnover because of pay is not a problem, then it would appear that there are other problems in working for the County. Zima stated that dealing with the County administration is like dealing with the State legislators.

Nicholson stated that he shares the views expressed by Zima and in his experiences in working with a police department in a different state and also in Wisconsin, he was required to give an exit interview as part of employment. He did not know what the penalty was if an employee did not show up, but he noted that the interview only took 10 – 15 minutes. Nicholson did not understand why it is taking HR so long to get a handle on this. Weininger reiterated again that they are revising the process to get the return rate on the exit interviews up so they can use it as a management tool.

Buckley felt that the new HR Director, who has years and years of stuff to clean up in the department, has to be given the opportunity to get this done. Weininger noted that by the next meeting he should have more information on this.

Motion made by Supervisor La Violette to receive and place on file. No second; no action taken.

Motion made by Supervisor Zima, seconded by Supervisor Nicholson to refer to staff to come forward with a plan as to how to make exit interviews an integral part of a person's employment with Brown County and advise the County Board. Vote taken. MOTION CARRIED UNANIMOUSLY

Public Safety Communications

7. Director's Report.

Public Safety Communications Director Cullen Peltier apologized to the Committee for not having financials included in his report and indicated that the Officer Manager was out on medical leave but the financials will be included in next month's report.

Peltier commented on the exit interview discussion and noted that his department has been conducting exit interviews for over a year and he felt it works well at the department level and they get good feedback. He stated that typically what they do when they get a resignation is they talk to the person and then they also send out an exit interview survey and they get pretty good return of the forms. He noted that employees are typically pretty open and honest as to why they are leaving. He understands there is high turnover in his department and although they were within the national average range, his goal is less and they are not meeting that. They do dig into why employees are leaving and they have found that going back to May of last year, 44% of the turnover is attributed to people wanting to work 9 – 5 jobs Monday through Friday, even if they take a pay cut. Peltier noted that that is a place they struggle because they cannot change the holidays and the schedule due to the 24/7 nature of the job. He also noted that there is turnover in the training portion and some just do not make it through the program and get cut. Peltier continued that they also had three retirements this year and there are also other reasons people leave. He thought the exit interviews at the department head level work well and they will continue to do it as he felt the interviews provide valuable feedback. Zima asked Peltier if pay was a factor in the turnover rate and Peltier said it did not appear to be. Zima reiterated that he felt exit interviews should be a condition of employment for all employees.

Peltier continued his report by stating that his department is currently down two full-time employees but these positions should be filled towards the end of the month. Work flow meetings have been done for the CAD and phone systems and contracts are under negotiation in Purchasing. They had a good National Telecommunicator

Week with good attendance at the recognition ceremony. He also stated that they had a mass casualty drill at St. Norbert College and they ran the drill out of the backup center at the Airport. There were some training issues that were discovered and they will continue to work on those. Peltier continued that Green Bay is still in the process of updating radios and most of the reports they have gotten over the past few months have all been mobile radios and they continue to work on this.

Peltier continued that his department will be moving over to the Kronos system on Sunday and he wished to thank HR staff for their help on this. Finally, he noted that Melissa Spielman has been appointed as Interim Emergency Management Director and they are in the process of hiring a new Director. They have reviewed applications and there are about seven qualified applicants.

Motion made by Supervisor La Violette, seconded by Supervisor Nicholson to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

Medical Examiner

8. 2015 Medical Examiner Activity Spreadsheet.

Interim Medical Examiner Jeff Jansen reviewed the numbers contained on the month spreadsheet and indicated that case investigations were down in April from a high of 91 in March. There were two autopsies conducted which is low, but he noted that there have already been two more this month. Cremations and hospice are remaining close to the same and there was also one suicide and one homicide. He explained that the homicide was a person that was shot more than 30 years ago in a crime which left her quadriplegic. She died of complications of quadriplegic and therefore for reporting purposes pursuant to vital records requirements the death is ruled a homicide.

Motion made by Supervisor Nicholson, seconded by Supervisor La Violette to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

9. Budget Status Financial Report, April, 2015.

Jansen noted that the budget status report contained in the agenda packet is for March, not April as the April numbers were not ready. He continued that the revenues are down and the case numbers are also down. He noted that they bill for signing death certificates and cremation permits and when those numbers are down, the revenues go down. Jansen stated that these figures fluctuate and he is confident that the numbers will be in line before the end of the year. With regard to expenditures, his office is right on track and the numbers are where they should be compared to the budget and last year's figures.

Jansen also asked to bring another issue to the Committee's attention. He stated that funeral homes receive \$1,500 from the State for expenses for all people on Medicaid or the Wisconsin Works program, but the Joint Finance Committee has added language to the proposed budget that states that Medical Examiners will no longer be able to receive their fees for death certificates and cremations from the funeral homes out of those funds. Jansen continued that the State also intends to freeze increases in fees for two years and after that two year period, fees could only be increased by the consumer price index.

Buckley stated that because this item was not on the agenda the Committee would not be able to take action and suggested that Jansen deal with Weininger on this. Jansen noted that when the budget gets passed at the end of June or early July the chance to increase fees is gone, so this is on a very short timeline.

Jansen continued by asking if he was able to pass on information from the US Department of Health and Human Services regarding the definition of HIPAA information to be sent to the Executive Committee. Buckley stated that he could do that and Jansen read that the language is that "The privacy rule protects all individually identifiable health information. Individually identifiable health information is information including demographic data that relates to the individual's past, present or future physical or mental health condition, the provision of healthcare to the individual or the past, present or future payment for the provision of healthcare. The identified information is health information that neither identifies nor provides a reasonable basis to identify an individual from that information". Buckley stated that this would not be discussed any further at this time.

**Motion made by Supervisor Nicholson, seconded by Supervisor Clancy to receive and place on file. Vote taken.
MOTION CARRIED UNANIMOUSLY**

Clerk of Courts

10. Budget Status Financial Report for March, 2015.

Clerk of Courts John Vander Leest, Judge Atkinson and Financial Operations Manager Neil Basten addressed the Committee. Vander Leest indicated that March numbers look in line and there is nothing out of the ordinary.

**Motion made by Supervisor La Violette, seconded by Supervisor Clancy to receive and place on file. Vote taken.
MOTION CARRIED UNANIMOUSLY**

11. Standing Item per motion at April meeting-- Request for representation from the Clerk of Courts and Courts to attend each meeting through the end of 2015 to provide monthly updates including various reports as requested by this Committee.

Vander Leest provided the Committee with the Courts Annual Report for 2014 as well as a sheet showing the status of items requested by the Committee, copies of which are attached. The tax intercept numbers and GAL totals were included in the agenda packet.

Basten explained the tax intercept process. He explained that every week he runs a report of debts that are assigned and if there are past due debts that have not been sent to the State for certification, he sends the debts in to certify with the State. The debt stays with the State until it is paid in full and usually what ends up happening is when someone receives a letter saying that their debt is certified with the State they come in and pay their bill and it is said and done. For those who ignore the notification or do not pay for some other reason, when a person submits their tax return, they get a notification that comes up that says the refund is being held because they owe money to the County. Basten continued that they receive tax intercepts beginning in January and right up through the end of the year.

Vander Leest noted that in 2013 they collected over \$578,000 and in 2014 there was \$554,000 collected. Year-to-date for 2015 they have collected \$377,000. He noted that they cannot intercept federal taxes, only State taxes. Vander Leest stated that a lot of Counties utilize this feature to collect on unpaid money.

Vander Leest continued that attorney totals for GALs for 2013 and 2014 are included in the agenda packet by law firm. He noted that there are GAL fees for family cases, paternity, probate and juvenile cases. He noted that sometimes bills become large if it is a family case with issues involved such as child abuse which results in the GAL having to do a greater amount of work for the safety of the child. Most cases do fall within the general guidelines for family and paternity and they do try to collect on the family and paternity cases. Vander Leest stated that the County pays the attorneys and then they try to collect if the deposits do not cover the costs. With regard to the probate cases, if the State has resources they try to collect as well, but for the most part they do not really receive much this way. Vander Leest continued that there is a small amount that they are required to pay and they are still trying to collect on that and there is \$20,000 - \$30,000 outstanding. For the most part, the probate cases are indigent people and the State does not have the resources. Vander Leest said there are some larger amounts on the handout, but the averages are noted. He continued that they also do not collect much on the juvenile cases and typically a juvenile case is completed in a certain time period and it is not an ongoing thing. Vander Leest noted that juvenile crime is trending upward which will obviously result in more GAL bills for juvenile cases.

Nicholson asked if the payment hearings were part of this process. Vander Leest responded that the judges have been working on a process to collect the unpaid bills and he deferred this to Judge Atkinson. Judge Atkinson noted that he had provided an overview to Buckley which explains the process, a copy of which is attached. Judge Atkinson stated that there are two methods available for use as discussed in the overview. Both have been used by different judges. One method is the power of contempt of court. When a person is ordered by the Court to pay back a GAL fee and the person willingly fails to do so, the Court can set up a contempt hearing and find the party in contempt for not complying with the order. This is the minority of the cases because the general policy has been to give

people 180 days to pay GAL fees. If the fees are not paid in that time, a civil judgment is entered. Once the outstanding fees are converted to a civil judgment it is beyond the contempt powers of the Court and is treated as any other civil judgment. These judgments are collectible by garnishment or execution or the tax intercept process.

Buckley asked if it would be possible to cap the amount of the bills that a GAL can ring up. Judge Atkinson stated that this is not possible and continued that the law requires that the GAL be appointed. In a divorce action, for example, the GAL has an obligation to represent the kids and the Judge is not able to put a limit on the bill and limit the time allowed to conduct an appropriate investigation to protect the kids. The Judge does have the discretion to bring the GAL in front of him to ask why more money is needed beyond the deposit and the GAL would then have to provide specific reasons why they need to go above the deposited amounts. Judge Atkinson stated that he is required by law to use his discretion and weigh the specific facts of a case to determine how much time a GAL should be given to investigate.

Buckley asked if the County would be better off by employing their own GALs to take care of these matters rather than using the private sector. Judge Atkinson stated that that is also addressed in the overview. He continued that that was tried in 1995 and at that time they used six GALs and gave them a specific amount of money. This did not work well and it was discovered that the kids were not getting fair and adequate representation because the attorneys knew what their income would be and realized that if they spent more time on a case it was not cost effective. Buckley stated that what he was referring to was the County hiring attorneys as County employees. Judge Atkinson stated this could be done, but he felt the issue would still remain that if fees were capped at a certain amount so they know what their income is, they will in a sense reduce the services based upon the income. He did think if a well thought out process was put in place, this could work, but a determination would have to be made as to what is a true amount of hours necessary to adequately represent the cases. Buckley stated with all due respect to the judges, the Board is trying to manage the budget part of it, and the County is not going to get anymore relief from the State and he questions where the money is going to continue to come from, especially in cases where people do not have the opportunity to pay. In different cases where deposits are requested and the parties have the ability to pay, we need to start holding people more responsible. Judge Atkinson stated that in the long term on the GAL fees, the County is actually in the black given the amount that is paid by the State each year. Buckley asked Judge Atkinson where he felt cuts could be made when the Clerk of Courts office comes in \$300,000+ in the negative. Judge Atkinson stated in his opinion changes should not be made. He continued that the Committee needs to realize that there is a certain amount of money that is necessary to spend for the benefit of the children of Brown County. The GALs are not advocating for the mother or father, but are for the benefit of the children and there is a requirement that the money be expended. He wished that he could come in at a budget figure the Board thinks they should come in at, but the reality is that things are going to be more. He noted that Brown County has an aging population and there are probate matters as well as guardianship and protective placement files that need GALs. There are costs incurred by life and these are costs that are incurred pursuant to statutes and are not controllable in all instances. Buckley stated that the Judge also needs to understand that outside of a few departments in the County, the Board takes care of the masses and this is not an unusual situation and the Courts are not being treated any differently than any other County department when it comes to the budget.

Vander Leest noted that Judge Hinkfuss mentioned the fact that other states have language that allows the discretion to the judge and that instead of stating that they *shall* appoint a GAL they say they *may* appoint a GAL. This way the judge could use their discretion in repeat cases as to whether to appoint another GAL or not. Vander Leest has this language and felt this would be an idea to help control some of the recurring cases. Judge Atkinson added that often the request for the appointment of a GAL is made as an offensive tactic by one of the parents. He would like the law to be that he had the discretion to appoint a GAL because he knows when a party is using the appointment of a GAL as an offensive weapon, but he has no control. As soon as the parties say there is an impasse in custody he is mandated to appoint one.

Nicholson personally knew of two cases where the GALs were not representing the best interests of the children and were being used as more of a weapon and this is not appropriate. He asked if Judge Atkinson is asking for the language to be changed with regard to discretion to appoint from *shall* to *may*. Buckley felt this would be a step in the right direction. Nicholson also asked how the hearings were going to recoup the GAL costs. Atkinson responded that almost all of the orders for outstanding GAL bills have been converted to civil judgments. These judgments are owned by the County and Corporation Counsel would have the responsibility to enforce them as they are the

attorney for the County. Judge Atkinson added that the Judge cannot take an active role in assisting the County in collecting these judgments. Even though Judge Atkinson is a Brown County Circuit Court Judge, he is not in a sense part of Brown County, the political entity, and therefore cannot give favor to Brown County or any other municipality. Judge Atkinson continued that he can only bring someone in to Court for willful non-payment of a GAL bill if the bill is less than 180 days old and has not been turned into a civil judgment. The judicial system is an adversary system based upon having two parties in a case. As such, although the Judges have some authority to do things on their own initiative, they would need Corporation Counsel to advise the Court that they believe a person is in contempt and why before they can be ordered into Court to allow the defendant to state why they have not paid. Corporation Counsel could also pursue other remedies such as garnishment to collect on these judgments.

Judge Atkinson continued that three of the judges set up hearings to review past due GAL bills, but upon review of all of the cases, they realized that there was an ethical violation question in ordering someone in as it may give the appearance that the Court already decided there was contempt, when what they really need is for Corporation Counsel to file a motion for contempt. Judge Atkinson continued that the judges told Corporation Counsel that they would provide them calendar time for garnishment actions or contempt actions on GAL bills. Nicholson asked if it was Atkinson's opinion that all of the judges should be holding hearings. Atkinson noted that all of the judges will give time for Corporation Counsel to pursue collections of GAL judgments, but the other judges waited to schedule hearings within the 180 time period to see how it went with the three that did the hearings and the legality of the hearings was determined.

La Violette felt this was a very interesting discussion but stated that it sounds like many of the Committee's questions were answered in the report that was sent to Buckley, and she suggested that the discussion be continued next month after the Committee had a chance to review the report. She also noted that she was very pleased to know that the County was in the black as far as the GAL bills.

Zima asked if his understanding that the majority of the GAL bills that have not been collected have already been converted to civil judgments and there is no way to collect them except through the Corporation Counsel office and Judge Atkinson confirmed that that was correct. Zima questioned if "the juice is worth the squeeze" in spending money on Corporation Counsel's time to collect less than is being spent. Zima asked if it was a law that the GAL bills go to civil judgment after six months or if that was a local rule. Judge Atkinson responded that it is a local rule and Zima felt that the 180 day timeframe should be extended. Judge Atkinson felt that that issue should be had between Corporation Counsel and the Clerk of Courts. He noted that in the past Corporation Counsel was responsible for all of the collections, but then they transferred it over to the Clerk of Courts office which may not have been well advised because Corporation Counsel is the more appropriate way to handle it. Vander Leest stated that he investigated some of the larger bills owed and found that some of these people have homes and the civil judgments do result in a lien against real property. Judge Atkinson also stated that he had spoken with Corporation Counsel about sending out letters to those who are not paying their GAL bills as this may motivate people to pay. In reality, Judge Atkinson stated that most of the people cannot pay their bills due to the circumstances they are going through. He also stated that he has started creating a monthly payment provision at the conclusion of a case. Further, Judge Atkinson stated that they also require the GAL to submit their bills prior to the final divorce hearing so everyone knows what the bill is and they also know what the assets are to help in determining ways the bills can be paid and orders can be made appropriately and both judges that currently hear family court cases are on board with this.

Vander Leest stated with regard to the private pay attorney cases and how much is remitted for GAL fees, there is not an easy way to look this up other than going through every branch case which would not be a good use of time and he does not feel this is something that can be captured. The last request is with regard to budget strategies for the next budget and the intention was that the County Executive would be involved with those discussions. Vander Leest noted that there have also been discussions regarding changes to the legislation and he would recommend a resolution for that as the State legislators would be able to make the change and he can provide them with the appropriate language. Buckley asked Vander Leest to discuss this with Corporation Counsel at the time he is discussing the period of time GAL bills are converted to civil judgments. Buckley advised Vander Leest to work on the appropriate resolutions and bring them back to this Committee.

Motion made by Supervisor Zima, seconded by Supervisor Nicholson to refer to the Clerk of Courts office to meet with Corporation Counsel and come back with a recommendation as to at what point GAL bills should be converted to a civil judgment. Vote taken. MOTION CARRIED UNANIMOUSLY

12. Clerk of Court's Report.

Motion made by Supervisor Nicholson, seconded by Supervisor Clancy to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

Circuit Courts, Commissioners, Probate

13. Budget Status Financial Reports for January, February and March, 2015.

Motion made by Supervisor Clancy, seconded by Supervisor Nicholson to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

District Attorney

14. Departmental Openings Summary for March, 2015. *Held until the May meeting.*

District Attorney Dave Lasee indicated that the open position for the Office Manager has been filled.

Motion made by Supervisor Nicholson, seconded by Supervisor Clancy to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

15. District Attorney's Report.

Motion made by Supervisor Nicholson, seconded by Supervisor La Violette to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

Sheriff

16. Budget Status Financial Report for March, 2015.

Sheriff Gossage indicated that his Department is currently at 23.4% of the budget for overall expenses which is on track to meet budget.

Motion made by Supervisor Zima, seconded by Supervisor La Violette to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

17. Key Factor Report thru March, 2015.

Chief Deputy Delain reported that Jail population has been down a little bit compared to last year's numbers.

Motion made by Supervisor Nicholson, seconded by Supervisor Clancy to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

18. Jail Average Daily Population by Month and Type for the Calendar Year, 2015.

Motion made by Supervisor Zima, seconded by Supervisor Nicholson to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

19. Update from Engineer Doug Marsh re: building construction at Sheriff's Department.

Engineer Doug Marsh provided an update regarding the building construction at the Sheriff's Department; see attached copy. Buckley asked what happened between fall and spring that prohibited the building from going up.

Marsh stated that winter conditions prevented work from being done. Buckley asked if there was a time table for all of this and Marsh answered that there is a schedule and he would provide the same to Buckley.

Buckley also questioned the float time and noted that he can understand float time for weather related issues, but the issue seems to be more of a supply matter that could have been taken care of over the winter. Marsh responded that the metal building was not delivered to the site until March and it was not discovered that the right materials were not included until they began separating the stockpile of delivered items. Marsh continued that the order was checked in to see that the materials matched what was ordered, but the subcontractor who is doing the construction of the building did not discover the error in materials until the construction started. Buckley asked what was specified in the contract as a completion date and Marsh responded that he felt it would be done by the end of May and the contract states the completion date is June 1 but there is no penalty if the building is not done by that date. Marsh continued that the County has worked with SMA before and they are highly motivated to complete the work. Marsh stated that SMA does progress billing and work that was done in the fall has been paid for but he has not received a request for payment this spring but anticipates this to come at the end of the contract.

Buckley asked Marsh who does the contracts for the County and Marsh responded that Purchasing did the contract and it was a standard contract. Buckley said that many contracts contain penalties if a project is not done on time and Marsh responded that the contract does not contain such a clause. Buckley continued that typically if a supplier makes a mistake, they will correct their mistake and Buckley would like to know what is taking the supplier so long to make good on their product. Marsh responded that the general contractor has been in contact with the supplier and is not getting a definitive response from the supplier. Both Zima and Buckley felt that Marsh should contact the supplier to find out what is going on. Marsh stated that he will call them, however he pointed out that the County does not have a contractual agreement with the supplier and there is a chain of command that he is trying to work through. Buckley still felt that Marsh could call the supplier to verify that this is going to be rectified quickly as the building needs to be completed.

Motion made by Supervisor La Violette, seconded by Supervisor Nicholson to receive and place on file. Motion withdrawn by Supervisor La Violette.

Motion made by Supervisor Zima, seconded by Supervisor Nicholson to hold for one month. Vote taken. MOTION CARRIED UNANIMOUSLY

20. **Update re: Jail Staff Protective Status. *Motion at April Meeting: To hold for one month and send this to the Director of Administration and Corporation Counsel to draft a resolution that will be handled at a special meeting the week of April 6, 2015.***

Motion made by Supervisor Nicholson, seconded by Supervisor Clancy to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

21. **Sheriff's Report.**

Gossage advised the Committee that his Department is working some prostitution and human trafficking issues going on and ICAC investigations are also going on. He also noted that they had received a search warrant in the Propokovich case and brought the crime lab in to look for any evidentiary evidence.

Motion made by Supervisor Nicholson, seconded by Supervisor Clancy to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

22. **Open Session: Discussion and possible action regarding personnel issues which have arisen in the Sheriff's Department regarding a specific employee:**

- a. **Closed Session:** Notice is hereby given that the above governmental body will adjourn into closed session on the above Item Number 12 pursuant to Wis. Stat. §19.85(1)(f) which authorizes a closed session to consider financial, medical, social or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of charges against specific persons...if

discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories, or data, or involved in such problems or investigations.

Motion made by Supervisor Zima, seconded by Supervisor La Violette to enter into closed session. Roll Call Vote Taken: Zima – aye, La Violette – aye, Nicholson – aye, Clancy – aye, Buckley – aye. MOTION CARRIED UNANIMOUSLY

- b. Reconvene in Open Session: Discussion and possible action regarding personnel issues which have arisen in the Human Services Department regarding a specific employee.

Motion made by Supervisor Zima, seconded by Supervisor La Violette to return to open session. Roll Call Vote Taken: Zima – Aye, La Violette – Aye, Nicholson – aye, Clancy – aye, Buckley – aye. MOTION CARRIED UNANIMOUSLY

No action taken.

Emergency Management – No agenda items.

Other

23. Audit of bills.

Motion made by Supervisor La Violette, seconded by Supervisor Clancy to audit the bills. Vote taken. MOTION CARRIED UNANIMOUSLY

24. Such other matters as authorized by law. *None.*

25. Adjourn.

Motion made by Supervisor Nicholson, seconded by Supervisor La Violette to adjourn at 1:50 pm. Vote taken. MOTION CARRIED UNANIMOUSLY

Respectfully submitted,

Therese Giannunzio
Recording Secretary

Total County Annual Turnover 11.69%

Monthly Turnover 0.97%

Departments	Current Count of Employee	2012 Terms	2013 Terms	2014 Terms	2014 Turnover %
006 - County Board	29	1	2	0	0.00
010 - Circuit Courts	38	6	4	4	10.53
012 - Clerk of Courts	32	0	3	7	21.88
013 - Public Safety	74	14	10	11	14.86
014 - Medical Examiner	9	0	1	1	11.11
016 - Corporation Counsel	10	2	3	1	10.00
017 - Child Support	35	2	4	5	14.29
019 - County Clerk	7	2	1	0	0.00
022 - Technology Services	23	1	6	3	13.04
024 - District Attorney	24	1	1	2	8.33
029 - County Executive	3	0	1	3	100.00
030 - Airport	26	2	4	2	7.69
032 - Administration	16	2	0	2	12.50
034 - Golf Course	10	0	1	0	0.00
038.CD AIDES - Syble Hopp/CD/Severe Aides	21	4	3	2	9.52
038.CD TEACH - Syble Hopp/CD/Severe Teachers	22		1	2	9.09
038.CEN ADMIN - Syble Hopp/Central Office Admin	3		0	0	0.00
038.CEN NONADMIN - Syble Hopp/Central Office Nonadmin	5		1	1	20.00
038.EC AIDES - Syble Hopp/EC Aides	2		0	0	0.00
038.EC TEACH - Syble Hopp/EC Teachers	6		0	0	0.00
038.INT TEACH - Syble Hopp/Integrated Teachers	5		1	3	60.00
038.OCC THERPY - Syble Hopp/Occupational Therapist	3		0	0	0.00
038.SPCH THERPY - Syble Hopp/Speech/Language Therapist	6		0	0	0.00
038.SUB - Syble Hopp/Substitute Staff	55		0	0	0.00
048 - Conservation	11	1	2	0	0.00
050 - Library	116	10	13	30	25.86
054 - Facility and Park Management	45	4	6	7	15.56
054.062 - Facility and Park Management/Park	35	0	0	1	2.86
056 - Community Treatment Center	185	51	23	30	16.22
057 - Zoo	39	1	5	5	12.82
058 - Museum	9	1	5	1	11.11
060 - Health	41	4	5	3	7.32
064 - Human Resources	12	6	3	2	16.67
066 - Planning and Land	20	0	2	5	25.00
072 - Register of Deeds	11	3	0	1	9.09
074 - Sheriff	187	11	15	14	7.49
074.CAP.072 - Sheriff/Division Captains/Jail	136		0	3	2.21
076 - Community Programs	313	29	36	46	14.70
079 - Resource Recovery	15	1	1	1	6.67
080 - Treasurer	8	0	0	1	12.50
083 - UW Extension	12	1	0	0	0.00
084 - Veterans	5	0	2	0	0.00
660 - Highway	98	3	1	7	7.14
Grand Total	1762	163	166	206	11.69

CP

Department	Event Reason	Termination Date	Position Title
010 - Circuit Courts	Resignation	2014-05-10	101.010.010 - Register In Probate
010 - Circuit Courts	Resignation	2014-05-31	101.333.010 - Law Clerk
010 - Circuit Courts	Resignation	2014-02-22	900.333.010 - LTE-Bailiff
010 - Circuit Courts	Death	2014-05-25	900.333.010 - LTE-Bailiff
012 - Clerk of Courts	Resignation	2014-07-02	101.023.012 - Clerk of Courts
012 - Clerk of Courts	WRS Retirement	2014-01-04	101.270.012 - Chief Deputy Clerk Of Courts
012 - Clerk of Courts	Resignation	2014-05-17	102.077.012 - Clerk/Typist II
012 - Clerk of Courts	WRS Retirement	2014-03-18	102.077.012 - Clerk/Typist II
012 - Clerk of Courts	WRS Retirement	2014-06-03	102.330.012 - Court Coordinator
012 - Clerk of Courts	WRS Retirement	2014-05-02	103.330.012 - Court Coordinator
012 - Clerk of Courts	WRS Retirement	2014-07-02	105.330.012 - Court Coordinator
013 - Public Safety	WRS Retirement	2014-10-31	101.060.013 - Office Manager I
013 - Public Safety	Resignation	2014-08-12	102.762.013 - Emergency Management Coord
013 - Public Safety	Resignation	2014-12-19	107.761.013 - Telecommunication Operator
013 - Public Safety		2014-04-12	114.761.013 - Telecommunication Operator
013 - Public Safety	WRS Retirement	2014-08-17	115.761.013 - Telecommunication Operator
013 - Public Safety	Resignation	2014-07-17	123.761.013 - Telecommunication Operator
013 - Public Safety	Resignation	2014-09-20	123.761.013 - Telecommunication Operator
013 - Public Safety	Resignation	2014-07-25	127.761.013 - Telecommunication Operator
013 - Public Safety	Resignation	2014-08-19	127.761.013 - Telecommunication Operator
013 - Public Safety	Resignation	2014-11-17	144.761.013 - Telecommunication Operator
013 - Public Safety	Resignation	2014-05-16	157.761.013 - Telecommunication Operator 1
014 - Medical Examiner	Resignation	2014-12-16	101.350.014 - Medical Examiner Investigators
016 - Corporation Counsel	Resignation	2014-09-19	107.570.016 - Assistant Corporation Counsel
017 - Child Support		2014-08-02	102.051.017 - Accounting Technician
017 - Child Support	Resignation	2014-06-04	103.280.017 - Child Support Specialist-Enforce
017 - Child Support	WRS Retirement	2014-12-02	104.070.017 - Intake Specialist- Child Support
017 - Child Support		2014-02-22	105.070.017 - Child Support Clerk
017 - Child Support	Resignation	2014-10-21	107.280.017 - Child Support Specialist-Enforce
022 - Technology Services		2014-05-13	101.060.022 - Office Manager I
022 - Technology Services	Resignation	2014-08-22	101.070.022 - Delivery & Receiving Clerk
022 - Technology Services	Resignation	2014-10-08	900.340.022 - LTE- Project Manager
024 - District Attorney	Resignation	2014-01-25	101.333.024 - Special Drug Task Attorney
024 - District Attorney	Term LTE	2014-11-28	107.060.024 - Legal Assistant II
029 - County Executive	Resignation	2014-05-10	101.060.029 - Executive Assistant
029 - County Executive	Resignation	2014-06-26	101.060.029 - Executive Assistant
029 - County Executive	Resignation	2014-11-08	101.270.029 - Deputy Executive
030 - Airport	Resignation	2014-12-27	101.460.003 - Bldgs & Grounds Maint Worker
030 - Airport	Resignation	2014-01-11	104.010.003 - Operations Supervisor - Airfield
032 - Administration	Resignation	2014-01-04	103.010.032 - Accounts Supervisor
032 - Administration	Resignation	2014-02-20	106.051.032 - Accountant Supervisor
038.CD AIDES - Syble Hopp/CD/Severe Aides	Resignation	2014-06-07	107.756.038 - Teacher Aide
038.CD AIDES - Syble Hopp/CD/Severe Aides	WRS Retirement	2014-06-07	125.756.038 - Teacher Aide
038.CD TEACH - Syble Hopp/CD/Severe Teachers	WRS Retirement	2014-06-10	117.755.038 - Teacher
038.CD TEACH - Syble Hopp/CD/Severe Teachers	Resignation	2014-08-16	124.755.038 - Teacher
038.CEN NONADMIN - Syble Hopp/Central Office Nonadr	Resignation	2014-12-16	101.751.038 - Admin Clerk .5
038.INT TEACH - Syble Hopp/Integrated Teachers	Resignation	2014-10-04	117.755.038 - Teacher
038.INT TEACH - Syble Hopp/Integrated Teachers	Resignation	2014-08-02	135.755.038 - Teacher
038.INT TEACH - Syble Hopp/Integrated Teachers	Resignation	2014-08-02	139.755.038 - Teacher
050 - Library	Resignation	2014-11-01	101.010.050 - Library Director
050 - Library	WRS Retirement	2014-08-02	101.590.050 - Reference Librarian
050 - Library	Resignation	2014-01-04	102.010.050 - Deputy Director
050 - Library	Resignation	2014-08-27	102.595.050 - Shelver
050 - Library	WRS Retirement	2014-08-31	103.010.050 - Library Supervisor
050 - Library	Resignation	2014-07-16	103.595.050 - Shelver
050 - Library	WRS Retirement	2014-02-08	104.590.050 - Children's Librarian
050 - Library	WRS Retirement	2014-07-16	104.591.050 - Technical Services Clerk
050 - Library	Resignation	2014-10-12	104.595.050 - Shelver
050 - Library	WRS Retirement	2014-08-02	105.010.050 - Library Supervisor
050 - Library	Resignation	2014-08-30	105.460.050 - Library Maintenance Worker
050 - Library	Resignation	2014-02-08	105.590.050 - Branch Coordinator
050 - Library	WRS Retirement	2014-01-01	105.591.050 - Technical Services Clerk
050 - Library	Resignation	2014-09-27	105.592.050 - Library Service Associate
050 - Library	WRS Retirement	2014-01-01	105.592.050 - Library Service Associate

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050 - Library	WRS Retirement	2014-12-02	106.592.050 - Library Service Associate
050 - Library	Term LTE	2014-03-23	110.593.050 - Library Service Associate
050 - Library	Resignation	2014-02-08	110.593.050 - Library Service Associate
050 - Library	Resignation	2014-08-24	115.591.050 - Library Service Assistant
050 - Library	WRS Retirement	2014-08-08	116.591.050 - Library Service Assistant
050 - Library	WRS Retirement	2014-04-23	116.593.050 - Library Service Associate
050 - Library	Resignation	2014-06-17	117.593.050 - Library Service Associate
050 - Library	WRS Retirement	2014-07-29	120.591.050 - Technical Services Clerk
050 - Library	WRS Retirement	2014-01-04	123.593.050 - Library Service Associate
050 - Library		2014-10-21	126.591.050 - Library Service Assistant
050 - Library	Resignation	2014-05-17	127.591.050 - Library Service Assistant
050 - Library	Resignation	2014-11-19	128.591.050 - Library Service Assistant
050 - Library	Resignation	2014-08-29	133.591.050 - Library Service Assistant
050 - Library	Resignation	2014-10-31	149.591.050 - Library Service Assistant
050 - Library	Resignation	2014-05-01	154.591.050 - Library Service Assistant
054 - Facility and Park Management	WRS Retirement	2014-12-16	104.450.054 - Facility Mechanic
054 - Facility and Park Management	WRS Retirement	2014-12-17	105.450.054 - Facility Mechanic
054 - Facility and Park Management	Resignation	2014-07-01	111.460.054 - Housekeeper
054 - Facility and Park Management		2014-05-15	118.460.054 - Housekeeper
054 - Facility and Park Management	Resignation	2014-04-19	119.460.054 - Housekeeper
054 - Facility and Park Management	Resignation	2014-03-01	120.460.054 - Housekeeper
054 - Facility and Park Management	Resignation	2014-04-04	136.460.054 - Facility Worker
054.062 - Facility and Park Management/Park	Resignation	2014-11-29	106.115.062 - Park Ranger
056 - Community Treatment Center	Resignation	2014-06-27	101.007.056 - Food Service Worker
056 - Community Treatment Center	WRS Retirement	2014-01-04	104.001.056 - Hospital & Nursing Home Admin
056 - Community Treatment Center		2014-07-15	104.004.056 - Licensed Practical Nurse
056 - Community Treatment Center	Resignation	2014-05-22	105.011.056 - Social Worker/Case Manager
056 - Community Treatment Center	WRS Retirement	2014-06-04	107.004.056 - Licensed Practical Nurse
056 - Community Treatment Center		2014-04-11	108.001.056 - Nurse Educator
056 - Community Treatment Center		2014-02-11	109.001.056 - Asst Director of Nursing Home
056 - Community Treatment Center	Resignation	2014-11-24	109.003.056 - Staff Nurse
056 - Community Treatment Center	Resignation	2014-10-25	109.003.056 - Staff Nurse
056 - Community Treatment Center	Resignation	2014-08-02	110.003.056 - Staff Nurse
056 - Community Treatment Center	Resignation	2014-05-31	112.004.056 - Licensed Practical Nurse
056 - Community Treatment Center	Resignation	2014-02-11	113.001.056 - Director of Nursing Home
056 - Community Treatment Center		2014-10-01	113.004.056 - Licensed Practical Nurse
056 - Community Treatment Center	WRS Retirement	2014-04-16	113.007.056 - Food Service Worker
056 - Community Treatment Center	Resignation	2014-09-15	114.004.056 - Licensed Practical Nurse
056 - Community Treatment Center	WRS Retirement	2014-06-17	120.005.056 - Nursing Assistant
056 - Community Treatment Center	Resignation	2014-06-26	120.007.056 - Food Service Worker
056 - Community Treatment Center	Resignation	2014-08-14	121.003.056 - RN-Charge Nurse
056 - Community Treatment Center	Resignation	2014-09-12	125.005.056 - Nursing Assistant
056 - Community Treatment Center	WRS Retirement	2014-08-08	130.005.056 - Nursing Assistant
056 - Community Treatment Center	Resignation	2014-06-21	133.005.056 - Nursing Assistant
056 - Community Treatment Center	WRS Retirement	2014-04-12	134.005.056 - Nursing Assistant
056 - Community Treatment Center	Resignation	2014-11-06	139.005.056 - Nursing Assistant
056 - Community Treatment Center		2014-09-25	140.005.056 - Nursing Assistant
056 - Community Treatment Center	Resignation	2014-08-15	149.005.056 - Nursing Assistant
056 - Community Treatment Center		2014-05-16	150.005.056 - Nursing Assistant
056 - Community Treatment Center	Resignation	2014-10-07	162.005.056 - Nursing Assistant
056 - Community Treatment Center	Resignation	2014-11-14	164.005.056 - Nursing Assistant
056 - Community Treatment Center	Resignation	2014-08-18	167.005.056 - Nursing Assistant
056 - Community Treatment Center	Resignation	2014-05-21	900.015.056 - LTE-Nurse Practitioner
057 - Zoo	Resignation	2014-05-01	101.110.057 - Assistant Zookeeper
057 - Zoo	Resignation	2014-06-03	102.010.057 - Operations Manager
057 - Zoo	Resignation	2014-05-14	902.900.057 - Husbandry Assistant
057 - Zoo	Resignation	2014-02-25	902.900.057 - Husbandry Assistant
057 - Zoo	Resignation	2014-10-26	904.900.057 - Zoo Educator
058 - Museum	Resignation	2014-10-04	101.060.058 - OFFICE MANAGER I
060 - Health	WRS Retirement	2014-01-03	101.290.060 - Public Health Nurse
060 - Health	Resignation	2014-12-19	104.660.060 - Public Health Sanitarian II
060 - Health	Resignation	2014-05-17	107.660.060 - Public Health Sanitarian II
064 - Human Resources	Resignation	2014-12-20	101.010.064 - Human Resources Director
064 - Human Resources		2014-06-28	103.010.064 - Employee Services Manager
066 - Planning and Land	Resignation	2014-12-03	101.060.065 - Administrative Coordinator

6

066 - Planning and Land	Resignation	2014-11-16	101.060.066 - Administrative Secretary
066 - Planning and Land		2014-04-05	101.060.066 - Administrative Secretary
066 - Planning and Land	Resignation	2014-05-28	101.700.065 - GIS Technician
066 - Planning and Land	WRS Retirement	2014-04-02	104.620.066 - County Surveyor
072 - Register of Deeds	Resignation	2014-11-22	101.077.072 - Clerk/Typist II
074 - Sheriff	WRS Retirement	2014-06-21	101.070.074 - Civil Process Clerk
074 - Sheriff	Resignation	2014-03-27	101.310.074 - Correctional Officer
074 - Sheriff	Resignation	2014-02-13	102.713.074 - Lieutenant Non-Certified 12 Hr
074 - Sheriff	WRS Retirement	2014-02-04	106.724.074 - Sergeant 5/2
074 - Sheriff	WRS Retirement	2014-08-03	108.310.074 - Correctional Officer
074 - Sheriff	Death	2014-03-13	108.725.074 - Sergeant 5/2
074 - Sheriff	WRS Retirement	2014-10-09	127.720.074 - Patrol Officer 5/2
074 - Sheriff	WRS Retirement	2014-01-08	132.720.074 - Patrol Officer 6/3
074 - Sheriff	Resignation	2014-04-19	143.310.074 - Correctional Officer
074 - Sheriff	Resignation	2014-08-16	153.310.074 - Correctional Officer
074 - Sheriff	Resignation	2014-11-28	163.720.074 - Patrol Officer 6/3
074 - Sheriff	Resignation	2014-05-08	191.310.074 - Correctional Officer
074 - Sheriff	Resignation	2014-02-09	202.310.074 - Correctional Officer
074 - Sheriff	Resignation	2014-01-09	217.310.074 - Correctional Officer
074.CAP.072 - Sheriff/Division Captains/Jail	Resignation	2014-12-05	132.310.074 - Correctional Officer
074.CAP.072 - Sheriff/Division Captains/Jail	Resignation	2014-11-13	180.310.074 - Correctional Officer
074.CAP.072 - Sheriff/Division Captains/Jail	Resignation	2014-12-04	206.310.074 - Correctional Officer
076 - Community Programs	WRS Retirement	2014-05-17	101.074.076 - Clerk IV
076 - Community Programs	Resignation	2014-06-07	101.080.076 - Community Treatment Program Wrkr
076 - Community Programs	WRS Retirement	2014-05-17	102.010.076 - Children, Youth & Families Mgr
076 - Community Programs	Resignation	2014-08-19	102.010.076 - Children, Youth & Families Mgr
076 - Community Programs	Resignation	2014-03-08	102.072.076 - Clerk II
076 - Community Programs	WRS Retirement	2014-03-02	102.530.076 - Psychiatrist
076 - Community Programs	Resignation	2014-02-26	103.079.076 - Clerk Receptionist
076 - Community Programs	Resignation	2014-03-21	103.650.076 - Shelter Care Worker
076 - Community Programs	Resignation	2014-03-01	104.040.076 - Account Clerk I
076 - Community Programs	Resignation	2014-05-10	105.090.076 - AODA Counselor
076 - Community Programs	WRS Retirement	2014-09-11	105.630.076 - Social Worker/Case Manager
076 - Community Programs	WRS Retirement	2014-02-01	105.631.076 - Clinical SW/Pro Couns/Case Mgr
076 - Community Programs	Resignation	2014-08-09	106.010.076 - Shelter Care Unit Supervisor
076 - Community Programs	Term LTE	2014-10-30	106.491.076 - Staff Nurse
076 - Community Programs	Term LTE	2014-10-30	106.491.076 - Staff Nurse
076 - Community Programs	Resignation	2014-07-12	106.630.076 - Social Worker/Case Manager
076 - Community Programs	Resignation	2014-06-20	108.074.076 - Clerk IV/Data Control
076 - Community Programs	WRS Retirement	2014-09-03	108.631.076 - Clinical SW/Pro Couns/Case Mgr
076 - Community Programs	Resignation	2014-08-09	109.072.076 - Clerk II/Typist
076 - Community Programs	Resignation	2014-09-17	109.401.076 - Economic Support Specialist II
076 - Community Programs	Resignation	2014-07-18	109.401.076 - Economic Support Specialist II
076 - Community Programs		2014-02-22	109.630.076 - Social Worker/Case Manager
076 - Community Programs	Resignation	2014-06-01	109.650.076 - Shelter Care Worker
076 - Community Programs	Resignation	2014-02-04	110.090.076 - AODA Counselor
076 - Community Programs	Resignation	2014-09-05	111.010.076 - Social Worker Supervisor
076 - Community Programs	Resignation	2014-02-22	113.010.076 - Behavioral Health Supervisor
076 - Community Programs	Resignation	2014-04-11	117.010.076 - Economic Support Supervisor
076 - Community Programs	Resignation	2014-11-15	117.074.076 - Clerk IV/Data Control
076 - Community Programs		2014-07-04	117.401.076 - Economic Support Specialist II
076 - Community Programs	Resignation	2014-10-02	118.401.076 - Economic Support Specialist II
076 - Community Programs	WRS Retirement	2014-04-26	121.630.076 - Social Worker/Case Manager
076 - Community Programs	WRS Retirement	2014-02-18	122.630.076 - Social Worker/Case Manager
076 - Community Programs	Resignation	2014-02-15	124.010.076 - Contracts & Provdr Relations Mgr
076 - Community Programs	Resignation	2014-11-08	128.010.076 - TAD/CJCC Court Supervisor
076 - Community Programs	Resignation	2014-09-20	134.401.076 - Economic Support Specialist II
076 - Community Programs	Resignation	2014-07-23	136.401.076 - Economic Support Specialist II
076 - Community Programs	Resignation	2014-08-02	138.401.076 - Economic Support Specialist II
076 - Community Programs	Resignation	2014-10-11	139.630.076 - Social Worker/Case Manager
076 - Community Programs	Resignation	2014-06-20	148.630.076 - Social Worker/Case Manager
076 - Community Programs	Resignation	2014-08-09	151.630.076 - Social Worker/Case Manager
076 - Community Programs		2014-10-15	157.630.076 - Social Worker/Case Manager
076 - Community Programs	WRS Retirement	2014-11-04	173.630.076 - Social Worker/Case Manager
076 - Community Programs	Resignation	2014-05-10	179.630.076 - Social Worker/Case Manager

076 - Community Programs
076 - Community Programs
076 - Community Programs
079 - Resource Recovery
080 - Treasurer
660 - Highway
660 - Highway
660 - Highway
660 - Highway
660 - Highway
660 - Highway
660 - Highway

Resignation 2014-10-03
Resignation 2014-09-12
Resignation 2014-07-15
Resignation 2014-08-07
WRS Retirement 2014-03-15
Resignation 2014-06-05
Resignation 2014-06-13
Resignation 2014-10-25
WRS Retirement 2014-03-18
Resignation 2014-10-26
WRS Retirement 2014-03-22
WRS Retirement 2014-05-01

208.630.076 - Social Worker/Case Manager
215.630.076 - Social Worker/Case Manager
217.630.076 - Social Worker/Case Manager
109.560.079 - Resource Recovery Associate
101.028.080 - Treasurer
102.010.044 - Superintendent
103.010.044 - Superintendent
109.010.044 - Operations Manager
126.500.044 - Highway Crew
126.500.044 - Highway Crew
145.500.044 - Highway Crew
169.500.044 - Highway Mechanic

COURTS ANNUAL REPORT 2014

3. Juror Costs Under s. 59.77(8)

County's Juror Daily Rate	\$	32.00
County's Juror Half-Day Rate	\$	16.00
Juror Mileage Rate (as of 12/31/2012)	\$	0.510

4. Attorney Costs/Recoupments

Guardians ad Litem:	Expenditures	Recoupments
Chapters 48 & 938 <i>Juvenile</i>	\$ 78,975.03	\$ 2,692.66
Chapters 51, 54 & 55 <i>Probate</i>	147,790.53	
Chapter 767 <i>Family/Paternity</i>	394,780.46	360,393.60
Other GAL (includes Chapter 813)		
GAL Total	\$ 621,546.02	\$ 363,086.26
County-Paid Counsel under State v. Dean:	Expenditures	Recoupments
Criminal Defense Counsel Paid under Dean	\$ 230,759.02	\$ 146,101.49
Other County-Paid Counsel under Dean		
County-Paid under State v. Dean Total	\$ 230,759.02	\$ 146,101.49
Other Attorney Fees (provide detail):	Expenditures	Recoupments
Other Attorney Fees Total	\$ -	\$ -
Total Attorney Costs/Recoupments	\$ 852,305.04	\$ 509,187.75

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- Tax Intercept totals for 2013, 2014, & YTD 2015 ✓
- GAL's totals broken down by Atty for 2013 & 2014 ✓
- Assessment Report by branch for 2014 - *in progress*
- Private Pay attorney cases – how much was remitted ?
- Organize a meeting with all Clerk of Court partners to discuss budget strategies for 2015 budget

CE

OVERVIEW: THE BROWN COUNTY GUARDIAN AD LITEM SYSTEM

I. INTRODUCTION

In cases of child abuse and neglect (CHIPS cases) and in cases involving parents disputing placement in family court, the Wisconsin legislature has mandated the appointment of attorneys to advocate on behalf of the best interests of children. In addition, similar appointments are required for vulnerable adults and minors in probate and guardianship cases. The provision of effective and economical representation to the children of Brown County is of paramount importance to everyone charged with the public trust. To that end, this paper outlines the current system for appointment and compensation of guardians ad litem (GAL) in Brown County, the history behind our current system, and the deficiencies and the strengths of the Brown County system in providing effective advocates for children and vulnerable adults.

Throughout this summary, it is important to keep in mind that when assessing the various means to recoup guardian ad litem costs, there are two separate repayment vehicles that can be used: a simple court order or a civil judgment. This distinction is important to this discussion because the tools that are used to enforce these repayment vehicles are separate and often mutually exclusive. That is, a court order can be enforced by motion for contempt. Civil judgments, however, cannot be enforced by a motion for contempt, but can be given to collection agencies, used for garnishments, used for attachment of property or used for tax intercept.

II. CURRENT BROWN COUNTY SYSTEM

In Brown County, there are three separate pools of attorneys utilized in appointing guardians ad litem. They coincide with the three general types of cases and three of the areas of the law in which attorneys specialize. There is the CHIPS pool, the Probate pool and the Family Court pool.

A. The CHIPS pool (Children In Need of Protection or Services)

Attorneys in this pool are assigned cases on a random basis and are generally brought on to a case around the time a family first appears in court involving abuse and neglect. This list is compiled and kept by the juvenile court clerk. Appointments are made to this list on an annual basis upon application to the court. These guardians ad litem are compensated at a rate of \$50 per hour and get paid at the very end of the case upon submission of an itemized bill for approval by the court. There is currently no system in place for recouping these costs from the users of the system.¹

¹ The Brown County Judges and Family Court Commissioners have been concerned not only with the recoupment of costs in family court cases, but also with the possibility of recoupment of costs in other types of cases wherein the guardian ad litem system is mandated. In January 2014, a letter was authored by the Circuit Court Judges inquiring into the possibility of recouping fees in these other types of cases. (See Attachment A). The Circuit Court letter inquired into the various areas in which Judges and commissioners have observed problems with the potential for

The overall size of these bills is generally not high unless a termination of parental rights case is filled by the Corporation Counsel's office, in which case the bills can run much higher. The state legislature has mandated that guardians ad litem in this type of case perform a very specific list of tasks during the course of the case, but that list of tasks is not exhaustive.² The performance of these mandated tasks is a significant factor in driving the cost of this system, and thus, the size of the bills.

B. Probate pool

Attorneys in this pool are assigned cases on a rotating basis and are generally assigned upon the occurrence of a specific triggering event, e.g., the filing of a guardianship case, the filing of a competency case, or a review hearing being requested by the county. This list is maintained by the Register in Probate, who appoints the guardians ad litem in these cases. Attorneys may apply to get on this list at any time, and such a request is reviewed by the Register in Probate and the probate judges. These guardians ad litem are paid at a rate of \$70 per hour. An itemized bill is submitted at the end of the case for court approval.

The size of the bills in these types of case can vary, and the people in this process come into the system in a different fashion from CHIPS cases. They are generally elderly, incompetent or minors in need of a guardianship. As a general rule, state statutes require the county to pay the entire cost of the GAL bills in these cases, unless the ward has sufficient assets. Given the nature of the individuals coming into this system, many of these wards have no assets.

C. Family pool

Attorneys in the family pool are assigned on a rotating basis. The list is maintained by the Family Court Commissioner, but assignments can be made by the Family Court Commissioner or by a Circuit Court Judge. Attorneys are brought into this pool once per year in a similar manner to the CHIPS pool. The guardians ad litem in this pool are paid at a rate of \$70 per hour. Given the higher cost of resolving these cases, a distinct system has been adopted by the Brown County Circuit Court for collecting these fees. Specifically, as of 2014, contending parties are required to deposit \$1,400 (\$700 each) toward the initial cost of the guardian ad litem. The guardian ad litem risks not being paid unless he or she confirms both deposits have been made. Upon the guardian ad litem completing twenty (20) hours of work and thereby having a bill of \$1,400, that guardian ad litem is required to submit a petition and order for review by the court, requiring further deposits be made by the parties. If those additional deposits are not made, the guardian ad litem risks not being paid by continuing to work further on the case. There is a "waiver" procedure that has been implemented in Brown County which permits a waiver of

correction. In her response, the Corporation Counsel advised, inter alia, that her office does not collect GAL fees, but would be willing to help. (See Attachment B).

² Pursuant to Wisconsin Statutes Section 48.235(3)(b)1., guardians ad litem in Chapter 48 cases must: "[u]nless granted leave by the court not to do so, personally, or through a trained designee, meet with the child or expectant mother of the unborn child, assess the appropriateness and safety of the environment of the child or unborn child and, if the child is old enough to communicate, interview the child and determine the child's goals and concerns regarding his or her placement."

deposits if certain requirements are met, but this waiver only eliminates the need to make the initial deposit. It does not alleviate the obligation to make payments in the end.

The size of the bills in family court cases varies greatly. This is understandable as the litigants themselves drive the extent and scope of the litigation. One factor bearing on the size of Brown County guardian ad litem bills in family court cases is the Brown County home study system. Pursuant to Wisconsin Statutes Section 767.405(14)(a), “[a] county or 2 or more contiguous counties shall provide legal custody and physical placement study services.” Several years ago, Brown County had “on staff” mediators, who were generally social workers, conducting home studies. This is the system followed in Outagamie and many other counties. Eventually, the Brown County Human Services Department did not want to perform those services so mediation was contracted out. Home study services were contracted out as well and, until recently, that contract involved some very limited home studies. These limited home studies were essentially a visit to the home to ensure there were no dangerous circumstances with the physical plant of the house. Currently, Brown County has no home study system and, therefore, does not follow this statutory directive.³ While the Circuit Court Judges have no role in advising the county on its legal matters, this issue bears looking into and has a direct impact on the size of GAL bills in our county,⁴ as the tasks that would be performed by a social worker on staff with the county are instead being performed by a contracted attorney.⁵ Those additional tasks directly impact on the amount of the guardian ad litem bill. While state statutes direct guardians ad litem in CHIPS cases to perform certain investigatory tasks, many of those tasks could be performed in the context of the mandated home study in family cases.

III. THE HISTORY OF GUARDIANS AD LITEM IN BROWN COUNTY: HOW WE ARRIVED AT OUR CURRENT SYSTEM

State law requires a guardian ad litem be appointed in certain types of contested cases. In most of these cases, the State legislature has made this appointment compulsory. Yet, there remain a myriad of problems with collection of fees from the system’s users. These problems include, *inter alia*, indigent litigants, litigants who move and cannot be located without substantial investigative costs, litigants with income streams that are difficult to track or litigants who are minor parents still in high school. Brown County has addressed these issues in various ways over the years with varying levels of success.

³ Pursuant to Wisconsin Statutes Section 767.405(14)(a), the county shall provide those services in any of the manners set forth in section 767.405(3).

⁴ Section 767.405(14)(a) advises that in the process of conducting such home studies, the court can order the following matters investigated:

1. The conditions of the child’s home.
2. Each party’s performance of parental duties and responsibilities relating to the child.
- 2m. Whether either party has engaged in interspousal battery, as described in s. 940.19 or 940.20(1m), or domestic abuse, as defined in s. 813.12(1)(am).
3. Any other matter relevant to the best interest of the child.

⁵ Pursuant to Wisconsin Statute Section 767.405(14)(b)1., the person or entity conducting this home study is required to “prepare a report of the results, and, at least 10 days before the report is introduced into evidence under subd. 2, submit the report to the court and to both parties.” Clearly, the availability of such a report to the guardian ad litem would significantly reduce the need to duplicate those services and drive down GAL bills.

In 1995, the county took its initial steps to address rising guardian ad litem fees. At that time, the county chose to utilize a flat rate scheme to fund the guardian ad litem system. Attorneys were invited to apply, and each attorney that was chosen to work as a GAL would receive a lump sum payment one time per month and, in exchange, those attorneys were mandated to take each and every case assigned to them by the Circuit Court. Though there were multiple family law attorneys/GALs that had worked as GALs in the past, several declined to apply as they believed the rate did not justify the work load. Under the newly created system, applications were received and six attorneys were selected to take all family court and CHIPS court guardian ad litem appointments. The cases were assigned on a rotating basis among the six attorneys.

After working with this flat rate scheme for about two years, in 1997, the county changed to a system in which the guardian ad litem would charge for services rendered on an hourly basis and submit a bill for reimbursement to the county. Then, in family court cases, the Court would order the parties to repay the county. This change was the result of meetings that occurred with the County Executive, a Circuit Court Judge, the Corporation Counsel, and representatives of the six contracted guardians ad litem. This group reached the conclusion that the current system was not providing effective representation for children, given the large number of cases each attorney was assigned. Under the new scheme, the rate was set at \$50 per hour for all types of cases, and the pool of attorneys expanded from six to fifteen. This rate was a contracted rate as the Wisconsin Supreme Court had set the appropriate rate for a GAL at \$70 per hour. Thus, if an attorney performed services as a guardian ad litem in a Wisconsin Court they were entitled to \$70 per hour, unless they contracted for a lower rate.

At this same time, Rule 800 was adopted by the Circuit Court. Rule 800 is a very specific local Circuit Court rule establishing the requirements for guardian ad litem payments and particular steps that attorneys need to follow to get reimbursed for their work as a guardian ad litem. Under the initial version of Rule 800, the parents were required to deposit \$500 (\$250 each) with the Clerk of Court to cover the cost of their guardian ad litem. Waivers of this deposit would be granted if a party was indigent.

In 1999, the Wisconsin Support Collection Trust Fund (WISCTF) became the collector of GAL fee payments, however, deposits continued to be made to the Clerk of Court. The financial clerks were relocated from the Clerk of Court's Office to the Child Support Agency office.

In 2002, the Corporation Counsel's office made a specific request to the Family Court Commissioner regarding GAL fee collection. (See Attachment C). The request was to change the standard Order for Payment of GAL Fees, which had been developed pursuant to Rule 800. The Corporation Counsel requested that the new orders eliminate installment payments for parents owing money, require the parents to reimburse the full amount to the court within 180 days, and automatically enter a civil judgment if the entire amount was not paid in 180 days. The Corporation Counsel made this request so that the county could pursue garnishment, which cannot be done absent a civil judgment. The court complied with the request, and the orders were changed consistent with the request.

On December 31, 2002, Local Circuit Court Rule 800 was amended to increase deposit requirements to \$1,000 (\$500 from each parent). It also required the GALs to report to the court about assets available for payment of outstanding fees, required verification of deposits being made or the GAL risked not being compensated, and required additional deposits to be made after 20 billable hours.

In 2003, the GAL reimbursement rate was increased to \$60 per hour. In 2005, a state-wide Subcommittee of Chief Judges and District Court Administrators issued a report on best practices for appointment of GALs and recoupment of costs. This report outlined the various methods available for collection of guardian ad litem fees. Those options included: payment plans, wage assignments, tax intercept, collection agencies, and civil judgments against the debtor. The court could also enforce its orders by means of its contempt powers. However, all of these forms of collection required different legal procedures.

In 2007, the GAL rate of pay increased to \$70 per hour. In a letter to then presiding Judge J.D. McKay, dated October 20, 2009, the Corporation Counsel advised the court that collection practices for Brown County GAL fees would be changing. (See Attachment D). The letter indicated that due to limited staffing, the Corporation Counsel's office was no longer going to engage in the process of collection of GAL fees. The Corporation Counsel advised that it was turning over all such collection tasks to the Clerk of Court. This action became effective January 1, 2010.

In 2014, Rule 800 was amended to increase the deposit to \$1,400 and requiring the final bill of the GAL to be submitted within sixty (60) days. This is the current version of Brown County Local Circuit Court Rule 800. (See Attachment E).

IV. CURRENT SYSTEM: The Positives and Negatives

A. Positive Aspects of the Current Guardian ad Litem System

The current system has three separate GAL pools that provide children and incompetent adults with thorough investigation and quality advocacy. In addition, in the one pool where recoupment of fees is being attempted, the guardians ad litem have been brought into the process and are engaged in the collection process in order to ensure their payment. The incentive for attorneys to participate in the system include the assignment of a steady stream of cases, and the incentive to cooperate in collection of those fees include getting regular payment for services rendered. Thus, guardians ad litem are ensuring that deposits are being made (or waivers granted) before commencing work on assigned cases because under Rule 800 this is a condition of getting reimbursed for services rendered.

Another positive aspect of this system is Rule 800. This local Circuit Court rule has grown with the experience of the Brown County family law magistrates to become an effective guideline to collect fees given the current restrictions in the law.

The guardians ad litem in Brown County meet on an annual basis to discuss topics relevant to the performance of their duties, including effective advocacy, available services for families and best practices for collection of fees payable to the county. Such regular meetings afford the entire system with the opportunity to continually monitor how it is performing its job and how it is getting reimbursed for doing so. They also insure a collegial and cooperative atmosphere among these contracted employees. This fosters a good pool of child advocates.

Most significantly, however, is the fact that, between the years of 2001 and March of 2015, the current system has actually made money for the county in the approximate amount of \$304,720. (See Attachment F). Contrary to the commonly held view, this system has not historically been a drain on the county's coffers.

B. Negative Aspects of the Current Guardian ad Litem System

Although a fifteen year overview suggests that the current system has made money, since 2011 payments for guardian ad litem fees have exceeded receipts. While 2014 was an improvement over 2013, in calendar year 2012 there was a \$200,000 deficit, and in calendar year 2013 payments exceeded collections by more than \$100,000. (See Attachment F).

The current system and the collection tools that were requested by the Corporation Counsel in 2002, and which are still in use today, were never changed when the Corporation Counsel's Office divested itself of collection tasks in 2009. The fact that new collection tools and/or forms were not designed for the Clerk of Court is not difficult to understand. The Clerk of Court's office is not an entity that possesses legal staff to tailor forms to its needs. Thus, by vesting collection responsibility in the Clerk of Court's office, the Corporation Counsel's office may have inadvertently assigned it a task for which it is ill-suited. The duties of the Clerk of Court are outlined in Section 59.40 of the Wisconsin Statutes. That section simply does not provide for collection of GAL fees, nor does it provide the Clerk of Court with the tools to do so. It does authorize the Clerk of Court to enter into a contract with a collection agency, if authorized by the county board to do so.⁶ That avenue, however, does not seem to have been widely used for the purpose of collection of guardian ad litem fees. It should also be noted that, by virtue of Judicial ethical codes and other legal restraints, the Circuit Court Judges are prohibited from giving legal advice and drafting legal documents for the Clerk of Court. This, of course, is a task for the legal representative of the county or the collection agency that is retained to perform that work. While input from the Circuit Court Judges would likely be a valuable resource in fashioning collection efforts, an entity with authority to draft legal documents and advise the county on appropriate legal steps is essential. That has apparently been absent since 2009. As a result of this process, the collection efforts no longer run smoothly.

One current method that is being tried in the court system is for individuals with overdue guardian ad litem bills to be noticed for a hearing before a Circuit Court Judge. While this has met with some success, the court has no legal authority to compel attendance at such hearings absent service of an Order to Appear upon the offending party. However, there is no budget for service of such process. Further, to the extent that such debt is bad debt, the court has no

⁶ Wis. Stat §59.40(4).

investigative resources to track down individuals and to assess which form of collection is most appropriate for a given litigant.

An additional problem is that once orders for payment are converted to civil judgments the Circuit Court no longer has legal authority to hold hearings for contempt. Thus, the orders that were requested by Corporation Counsel in 2002 (requesting payment in 180 days and then an automatic civil judgment) virtually preclude any court action. The payer is not in violation of the order until he/she has failed to pay in 180 days, and once the 180 days have elapsed, there is no longer an ability for the court to do anything given that the outstanding amount is to have been converted to a civil judgment. Thus, some entity with legal staff, presumably the corporation counsel's office, would need to bring an action for garnishment or attachment of an asset. The current collection agent, the Clerk of Court, has no such legal staff.

As the above indicates, the overall problem with the current system is that the vehicles for collection and the tools for each of those vehicles are not being coordinated by an entity with the ability to operate within the legal system.

V. CONCLUSION

A collaborative effort on the part of all three branches of government is the most effective way to promote the best interest of children and do so in the most economical way possible. As the legal agent for collection of funds on behalf of the county, the Corporation Counsel's office seems the appropriate place for such policy to be developed and for appropriate legal forms to be drafted. The Circuit Court Judges have maintained an ongoing interest in insuring that the county is reimbursed for the cost of the guardian ad litem system. (See Attachment A). Provided it is in keeping with the ethical and legal strictures of the Judicial Branch of government, the Circuit Court Judges of this county remain ready and willing to facilitate compliance with court orders issued by the various branches for the repayment of said fees.

THOMAS J. WALSH
Circuit Judge



MICHELE CONARD
Deputy Clerk
920/448-4167

LEIGH PIGEON
Judicial Assistant
920/448-4112

JEANNE SPOEHR
Court Reporter
920/448-4113

CIRCUIT COURT BRANCH II
BROWN COUNTY COURTHOUSE
100 SOUTH JEFFERSON STREET
P.O. BOX 23600
GREEN BAY, WISCONSIN 54305-3600

January 7, 2014

Ms. Juliana Ruenzel, Corporation Counsel
Brown County Corporation Counsel
305 East Walnut Street, Room 680
Green Bay, WI 54301

RE: Guardian ad Litem Payments/Reimbursement

Dear Attorney Ruenzel:

Brown County Circuit Courts are currently in the process of reviewing/modifying Local Rule 800, which addresses the Guardian ad Litem Policy for Brown County. As you may be aware, the County is currently running very behind in collection of Guardian ad Litem fees. There are a few areas of concern with which we would like your assistance and/or suggestions.

1. At the present time the GAL fee deposits in family cases may be waived and/or reduced if the parties present an Affidavit of Indigency. Much time we question the veracity of the information in the Affidavit. Is there anything that the Corporation Counsel's Office can do to assist in verifying the information contained in these Affidavits?
2. Also, at the present time, there are no GAL fee reimbursements required for the following cases:

Minors

- Incompetents
- Guardianships/Protective Placements
- CHIPS/Juveniles
- Child Abuse Cases

CORPORATION COUNSEL OFFICE

Brown County

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April 17, 2014

Honorable Judge Thomas J. Walsh
Brown County Circuit Court, Branch II
Brown County Courthouse
100 South Jefferson Street
P.O. Box 23600
Green Bay, WI 54305-3600

Received
APR 22 2014
Circuit Court Br. 2

RE: Guardian ad Litem Payments/Reimbursement

Dear Judge Walsh:

This is in reference to your two inquiries regarding Guardian ad Litem fees. You noted that the County is running behind in collection of said fees and seek assistance or suggestions on the matter. As my department does not handle the collection of Guardian ad Litem fees, I have no knowledge of the status of the collections, but would be willing to assist the Court on this matter. My understanding is the Guardian ad Litem fees are handle at the Clerk of Courts Department.

VERACITY OF INFORMATION IN AFFIDAVIT OF INDIGENCY

You first inquired as to the veracity of the information in the Affidavits of Indigency and ask if the Corporation Counsel's office can assist in verifying the information contained in these Affidavits.

The Corporation Counsel's office does not have access to the Affidavits of Indigency, and are not part of any Indigency Hearings of the Circuit Court. For the Corporation Counsel's Office to get involved may appear to be a conflict of interest, as well as I question if my office would even have the right to see the Affidavits with confidential information on them. Further, my office does not have access to databanks to confirm the information in the affidavits. Generally, the attorney representing the interest of the party claiming indigency presents the verification to the court at an Indigency Hearing to substantiate their party's claim of poverty. (e.g. Public Defender, Guardian ad Litem, or Private Attorney)

4-22-14 cc: Commissioner Mix

B //

In looking at the state statutes, Wis. Stat. 814.29 (1) states that the Court shall make a finding of poverty if the affidavit demonstrates an inability to pay the costs of the action.

The person claiming to be indigent needs to file an affidavit with the Court and then the Court shall make the finding of poverty at an Indigency Hearing if the affidavit demonstrates any of the following:

1. That the person is a recipient of means-tested public assistance, including aid to families with dependent children, relief funded by a relief block grant under ch. 49, relief provided by counties under s. 59.53(21), medical assistance, supplemental security income, food stamps or benefits received by veterans under s. 45.40(1m) or under 38 USC 501 to 562.
2. That the person is represented by an attorney through a legal services program for indigent persons, including, without limitation, those funded by the federal legal services corporation, the state public defender or volunteer attorney programs based on indigency.
3. That the person is otherwise unable, because of poverty, to pay the costs of the action, proceeding or appeal or to give security for those costs. In determining the person's ability under this subdivision to pay or give security for fees and costs, the court shall consider the person's household size, income, expenses, assets and debts and the federal poverty guidelines under 42 USC 9902(2). **Wis. Stat. 814.29 (1) (d).**

My past experience in this matter is minimal as the Courts I have worked in always handled the Indigency Hearings with the individual and any attorney that represented them, without my presence in court.

GAL FEE REIMBURSEMENTS

You further inquire as to whether GAL fee reimbursements are available for such cases as Minors, Incompetents, Guardianships/Protective Placements/ CHIPS/Juveniles, Child Abuse Cases. In my research, it appears the state statutes support the Court's authority to grant an order or a judgment for the payment of GAL fees for those cases where there appears to be the ability to pay as shown under:

Wis. Stat. §48.235 (8) (b) (Children's Code) states that a court may order either or both of the parents of a juvenile for whom a guardian ad litem is appointed to pay all or part of the compensation of the guardian ad litem. The court may enforce its order for the parent to pay under the court's contempt power. X

Wis. Stat. §54.74 (Guardianships) which states the Court shall order compensation for GAL out of the ward's estate if sufficient.

Wis. Stat § 55.10 (4)(b) (Protective Services) states that if an adult is indigent than the county shall be liable for the fees due the guardian ad litem. If a minor is in need of protection the minor's parents or county is liable for the GAL fees.

Wis. Stat. §757.48 (2) (General Court Provisions) states if the statutes do not specify how the fee of the guardian ad litem is paid, the ward shall pay such fee. The court may, however, in cases involving real or personal property in which the ward claims or may have a right or interest, order payment out of such property.

Wis. Stat. §879.23(4)(d) (Probate Procedures) regarding minors or incompetents guardian ad litem are compensated as shall be set by the court and paid out of the estate.

Wis. Stat. §938.235(8)(b) (Juvenile Code) states that a court may order either or both of the parents of a juvenile for whom a guardian ad litem is appointed to pay all or part of the compensation of the guardian ad litem. The court may enforce its order for the parent to pay under the court's contempt power. **Wis. Stat. §938.235 (8)(e)** X

Therefore, it appears that the court does have the authority to order GAL fees to be paid after a determination of ability to pay through an Indigency Hearings involving the party and/or their legal counsel.

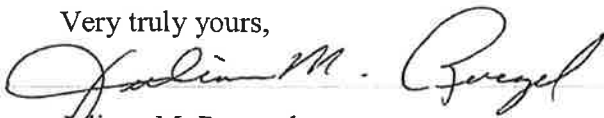
In looking further, Wisconsin Statutes Chapter 814 does allow the Courts to grant costs and enter judgment for the County in this regard. However, I find that most people involved in the above matters are judgment proof, as they make little to no money, so there is nothing that could be garnished after a judgment is granted.

In the rare case where a parent/adult/incompetent has the financial mean to pay, then the Court could order costs under Chapter 814 and enter judgment. Once judgment is obtained from the Court, if the Clerk of Courts has a Social Security number of the party and their Driver's License number, then they could do a tax intercept, or the judgment could be sent to a private collection agency under Wis. Stat. §59.40(4). After talking to the Clerk of Courts office it appears this is being done already.

The only other area I can think of is in the case of the Court entering an or Order for a party to pay the County back, then the Court can enforce said order by a Contempt proceeding with the threat of jail.

I apologize for the delay in responding to this matter. I hope this was helpful to the Court.

Very truly yours,



Juliana M. Ruenzel

Brown County Corporation Counsel

MEMO

January 31, 2002

TO: Hon. J. D. McKay, BRANCH VI

FROM: Phoebe A. Mix, FAMILY COURT COMMISSIONER PM

RE: REIMBURSEMENT OF GAL FEES

I recently discussed reimbursement of guardian ad litem fees with Attorney Diane Matsche as Assistant Corporation Counsel. Apparently the monitoring of the GAL fees was transferred from Curt Nysted to the Child Support Agency effective 1/1/02. Atty. Matsche indicated that the County is concerned that the parties are not making the court-ordered monthly payments. Further, because wage assignments are not available for payment of GAL fees, the County has to initiate garnishment actions to enforce repayment. Therefore, she has proposed that the Orders for Payment of GAL Fees in custody/placement and marital presumption cases be changed to omit the parties' obligation to make monthly payments and instead require reimbursement within a specified time (usually 180 days); if the balance of the GAL fees are not paid within that specified time frame, the County would be awarded a judgment against the responsible party (so the County could then pursue garnishment.)

The Commissioners don't see any problem with the proposed changes. I have prepared a proposed letter to the Guardians ad Litem regarding this potential change, a copy of which is attached along with a copy of proposed Orders for payment of GAL fees. Please note that my letter also contains a clarification on the proper procedure for payment of GAL fees in minor parent cases.

I will await your direction as to whether the Judges agree to the change.

OK per Judge McKay
2/22/02

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**BROWN COUNTY
CHILD SUPPORT AGENCY**

305 E. Walnut Street
4th Floor
Green Bay, WI

Mailing Address: P.O. Box 23600, Green Bay, WI 54305-3600

TEL: (920) 448-4090
FAX: (920) 448-4101
TDD: (800) 947-3529

DATE: 1/24/02

FACSIMILE COVER SHEET SERVICE OF THE WITHIN
ADMITTED THIS

TO: PHOEBE MIX

COMPANY:

JAN 24 2002

FROM: DIANE MATSCHKE

FAX NO:

BROWN COUNTY FAMILY
COURT COMMISSIONER

RE:

NO OF PAGES W/COVER:

Comments: HERE IS MY RECOMMENDATION FOR THE ORDER FOR GAL
FEE'S. I MADE AN "X" NEXT TO THE PROVISIONS I MODIFIED.

****IMPORTANT CONFIDENTIALITY NOTICE****

The information contained in this facsimile may be confidential. It is intended for the named recipient only. The use, copying, review or dissemination of the information contained within for any purpose or by any person other than the intended recipient is strictly prohibited. If you have received this facsimile in error, please contact _____ at _____ and return the original transmission to the address above.

ORDER

THE COURT FINDS, based on the foregoing Petition, that the attached Statement is fair and reasonable.

THEREFORE, IT IS HEREBY ORDERED that the fees in the amount of \$ _____ be awarded to Brown County as payment for the services of the guardian ad litem for the child(ren) of the parties to this action; and that each party shall be liable for said fees as follows:

PETITIONER: _____%

RESPONDENT: _____%

and that any money deposited by a particular party at the Clerk of Courts office shall be used to reduce the balance of that party's fee; and that each party shall be required to pay the unpaid balance on or before 180 days from the date of this order. Said payments shall be made to the Wisconsin Support Collection Trust Fund at the following address: X

WISCTF
Box 74200
Milwaukee, WI 53274-0200

and that the balance due from each party shall be certified for tax intercept purposes each year until that party's balance is paid in full, even if payments are being made.

Upon failure to pay the unpaid balance by the date specified, Brown County shall be awarded a judgment against ~~either or both parties~~ for any unpaid amount of guardian ad litem fees. X

FURTHER, if the amount of deposit by a party exceeds the party's portion of the fee, the Brown County Clerk of Courts office shall refund to that party the amount that exceeds the fee.

Corporation Counsel
Brown County

305 E. WALNUT STREET
P.O. BOX 23600
GREEN BAY, WI 54305-3600



John F. Luetscher

PHONE (920) 448-4006
luetscher_jf@co.brown.wi.us

FAX (920) 448-4003

October 20, 2009

Honorable J.D. McKay
Circuit Court Branch VI
Brown County Courthouse
PO Box 23600
Green Bay, WI 54305-3600

Honorable Phoebe Mix
Family Court Commissioners Office
Brown County Courthouse
PO Box 23600
Green Bay, WI 54305-3600

Dear Judge McKay and Commissioner Mix:

The Corporation Counsel is currently responsible for collecting reimbursement of guardian *ad litem* fees paid by the county in family court actions. A principal mode of collection is Wisconsin income tax refund intercepts. The child support agency has been the "laboring oar" to apply for the intercepts in the past. The corporation counsel took over this collection responsibility from the clerk of courts many years ago. I assume there were good reasons for this change at the time. Today, the corporation counsel does not have the staff to handle this responsibility and the intercepts have become a significant burden on the child support agency. The clerk of courts office is willing to take back the responsibility to collect the reimbursement and I am confident they will handle the collection effectively and efficiently. The clerk employs tax intercepts to collect all sorts of court ordered obligations already.

The switch will require cooperation from the clerk, my office and the child support agency. I do not anticipate the circuit court needs to be involved in the switch beyond rewording the orders used for reimbursement to state "payable to the clerk of courts" rather than the Brown County Corporation Counsel. Nevertheless, I wanted to alert you to the change and if you believe you need to be involved in this decision or the transfer then we all welcome your input. I hope to complete the transfer in the next month so the clerk is ready for the 2010 tax season when the intercepts are most fruitful.

Please feel free to call upon me if you have questions or comments.

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Respectfully,



John F. Luetscher

CORPORATION COUNSEL

Cc: Jackie Scharping
Lisa Wilson
Lauri Marenger
Sharon LaReau

In Re: The Amendment of Brown County
Court Rules, Part 8, Family Law Practice

ORDER

The Brown County Circuit Court Judges do hereby make the following amendment to the Brown county Circuit Court Rules:

Part 8 FAMILY LAW PRACTICE, Rule 800, shall be amended to provide as follows:

800 CONTRACT GUARDIANS AD LITEM

- a. The Court shall require one or both parties to deposit partial prepayment of the guardian ad litem fee in the amount of \$1,400.00 to the Clerk of Circuit Court's office upon appointment of a contract guardian ad litem in all applicable cases. In marital presumption cases, the required deposit amount shall be \$350.00. The Court may increase the deposit amount if a party has the ability to pay the increased amount. The Court may reduce the deposit amount or waive the deposit requirement if a party is indigent using appropriate indigency standards and court determination of such indigency. The Court may permit a party to pay the deposit in installments if no other method of payment is available. This subsection does not apply to a Guardian ad Litem appointed to represent a minor parent in a paternity proceeding.
- b. A guardian ad litem appointed in an action affecting the family shall provide a monthly billing to the parties or their counsel.
- c. The guardian ad litem shall appear at the final hearing in divorce or paternity proceedings with a statement of fees. In a divorce action, the Court will consider the guardian ad litem fee a marital liability in the property division. The guardian ad litem shall be required to make a report to the Court as to the existence of any liquid assets available to pay any remaining guardian ad litem fees. Sources of funds to be explored include, but are not limited to:
 - i. Potential equalization payments in the property division.
 - ii. Existing bank accounts.
 - iii. Tax refunds

In a paternity action, the Court will allocate responsibility for payment of the fee in the judgment.

Prior to commencing any work on a file the guardian ad litem shall be required to verify that the required deposit(s) have been made. If any required deposit was not made any work performed after the due date for the deposit shall not be reimbursed. In the case of deposits being made on an installment basis, the guardian ad litem shall verify that the first payment has been made prior to commencing work.


When twenty billable hours of service has been provided by the guardian ad litem, and the matter has not yet been resolved, the guardian ad litem shall be required to submit a request to the Court, along with a proposed order, requiring each litigant to deposit an additional \$350.00 with the Clerk of Courts Office. Thereafter, the guardian ad litem shall request an additional \$350.00 deposit for each subsequent billable 10 hours of work performed by submitting a written request to the Court along with a proposed order.

- d. The Guardian ad Litem shall submit a final statement of fees and an Order for Payment within 60 days of the final written order, unless a de novo hearing has been requested, to the Court Official who presided over the final hearing. Failure to timely submit a final bill and order may result in compensation being limited to deposits previously made by the parties.
- e. The Court shall order either or both parties to pay all or part of the compensation of the guardian ad litem. If both parties are indigent, the court may direct that the county of venue pay the compensation, with reimbursement by the parties as ordered by the Court. See, Sec. 767.407(6), Wis. Stats.
- f. The Court may order a separate money judgment for unpaid guardian ad litem fees so the county can docket the judgment.

This Amendment shall become effective January 1, 2014

Dated this 9 day of December, 2013

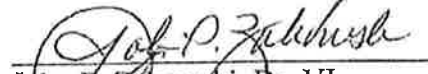

Donald R. Zuidmulder, Br. I

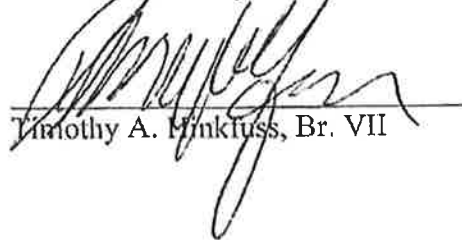

Thomas J. Walsh, Br. II

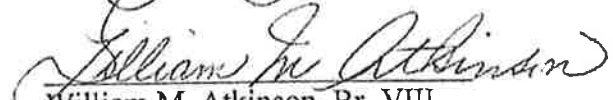

Tammy Jo Hock, Br. III


Kendall M. Kelley, Br. IV



Mark A. Hammer, Br. V


John P. Zakowski, Br. VI


Timothy A. Minkfuss, Br. VII


William M. Atkinson, Br. VIII

Approved:


Honorable Donald R. Zuidmulder
Chief Judge
Eighth Judicial District

**Sheriff's Office Storage Building Expansion
Update Report, May 6, 2015**

Background

- Our general contractor, SMA is still waiting for the necessary roof trim from his metal building supplier.
- This trim needs to be installed before roof panels can be installed. The roof panels need to be installed before the exterior wall panels can be installed.
- Mike Abhold, SMA owner, has been in continual contact with his metal building supplier, who as of today has not provided a confirmed ship date for the missing roof trim pieces. I talk with SMA several times per week and can attest that SMA is being proactive in this matter. They are not dragging their feet.
- SMA had 2.5 weeks of float time in their project schedule. Due to this delay, no float time remains.
- If SMA does not receive ship date confirmation by end of this week, then they will be looking further into alternatives with some other metal building supplier. This scenario presents other challenges as well. Metal buildings are designed and engineered by each supplier, so there is no such thing as standardized, universal metal building framing and trimming parts.

Project Status

- Excavations, footings and foundations, underground utility and plumbing for floor drains were installed last fall.
- Slab-on-grade, floor drains, structural steel framing and masonry have been installed this spring.

Moving Forward

- SMA has revised the sequence of work for our project.
- In the meantime, the sprinkler system and electrical conduit will be installed next week (week of May 11).
- Protective bollards will be installed by end of next week.
- The excavator will cut and remove existing asphalt by May 20.
- Overhead doors are on order and scheduled to be installed the week of May 18.
- Exterior painting and interior man doors are scheduled to be completed the week of May 18.
- The NE Asphalt plant is scheduled to open approximately May 15 and new asphalt installation is scheduled for the week of May 25.

bat insulation, installed week of May 25.

If roof trim arrives this week or very early next week, then the roof can be installed next week.

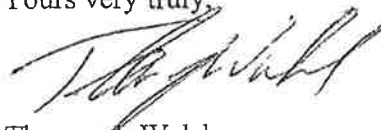
- SMA is still targeting substantial completion by the end of May.
- Worst case scenario is substantial completion sometime during the week of June 15, 2015.

I am wondering if you would be willing to research the possibility of collecting some type of reimbursement in these types of GAL cases, where a parent/adult/incompetent has the financial means to pay. I am unsure if there are any restrictions on such reimbursement under current law.

Because of County budget constraints, we are trying to find ways to minimize GAL fees paid by Brown County. Any suggestions or modifications to the current policy would be greatly appreciated. I would be willing to meet with you to discuss the above if you would like further information.

I look forward to your response.

Yours very truly,

A handwritten signature in black ink, appearing to read "T. J. Walsh", written in a cursive style.

Thomas J. Walsh
Circuit Court Judge, Branch II